Approved For Release 2006/09/29 : CIA-RDP67-00134R000100110008-9

SECRET [redacted]

25X1

30 September 1964

MEMORANDUM FOR: Director, BPAM

SUBJECT : [redacted]

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1. From our findings in our OSI survey we observed that an individual's technical qualifications can be judged in advance with fair certainty, but leadership qualities cannot, nor is it possible to judge accurately whether a scientifically trained individual can be converted into a successful intelligence officer. If the person brought into a senior position proves deficient as a manager or fails to make the transition to intelligence officer, an unusually difficult adjustment must be made. OSI is faced with just this problem in the case of a Division Chief who was brought in two years ago as a GS-16 and who has proved to be of doubtful suitability for his position. This suggested to us the advantages of introducing new senior professionals into technical assignments where performance could be assessed before committing them to command positions.

2. BMSD has been without a permanent chief since June and without a deputy for a much longer period. The present acting chief presumably was unacceptable even as deputy prior to [redacted] departure. Although Don Chamberlain does not state in his recommendation that he has no one in OSI competent to fill the position, I believe that would be his position. I would be inclined to agree with him, based on our observations during our survey.

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[redacted]

J. S. Earman
Inspector General

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SECRET [redacted]

Group 1
Excluded from automatic downgrading and declassification

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ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM: Inspector General

EXTENSION | NO.

DATE: 30 September 1964

TO: (Officer designation, room number, and building)	DATE RECEIVED	DATE FORWARDED	OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
1. Director, BPAM		10/5/64		2. from 1. Jack: I've sent this case to Kirk recommending approval and citing your concurrence as well. OK? JMC 5 October 64
2. EYES ONLY Inspector General	10/5/64	10/5/64		OK
3. File-OSI Survey				
4.				
5.				
6.				Carried.
7.				
8.				
9.				
10.				
11.				
12.				
13.				
14.				
15.				

FORM 3-62 610 USE PREVIOUS EDITIONS ☐ SECRET ☐ CONFIDENTIAL ☐ INTERNAL USE ONLY ☐ UNCLASSIFIED

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